

# Implicit Bias Training in the Context of Foundational Institutional Change

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# Implicit Bias Training is *LESS* effective when...

*It is a one-and-done, stand-alone intervention.*

*It creates the false impression of immunity to subsequent bias.*

*Diverts attention and focus away from other points of intervention.*

# Implicit Bias Training is ***MORE*** effective when...

*Provides individuals with specific skills and a common language.*

*It is used as tangible evidence of a commitment to cultural change.*

*It is part of a larger strategy for fundamental institutional change.*

# Fundamental Institutional Change is...

***FUNDAMENTAL***

***INSTITUTIONAL***

***CHANGE***

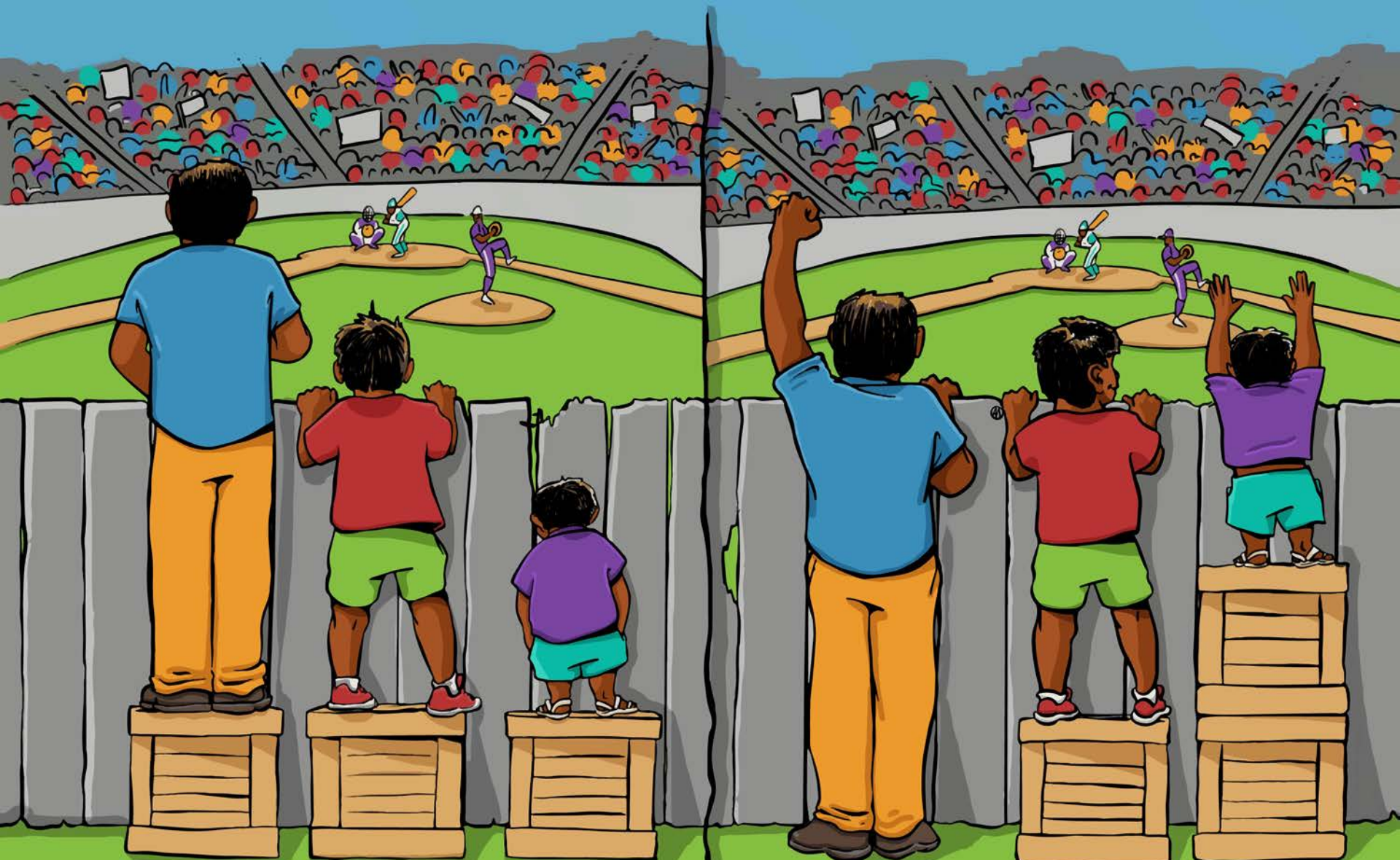
# What are our goals?

Everyone will have **EQUITABLE ACCESS** to every level of our organization.

Everyone will have an **EQUITABLE** opportunity to **SUCCEED** in our organization.

Everyone will have an **EQUITABLE** opportunity to **CONTRIBUTE** in our organization.

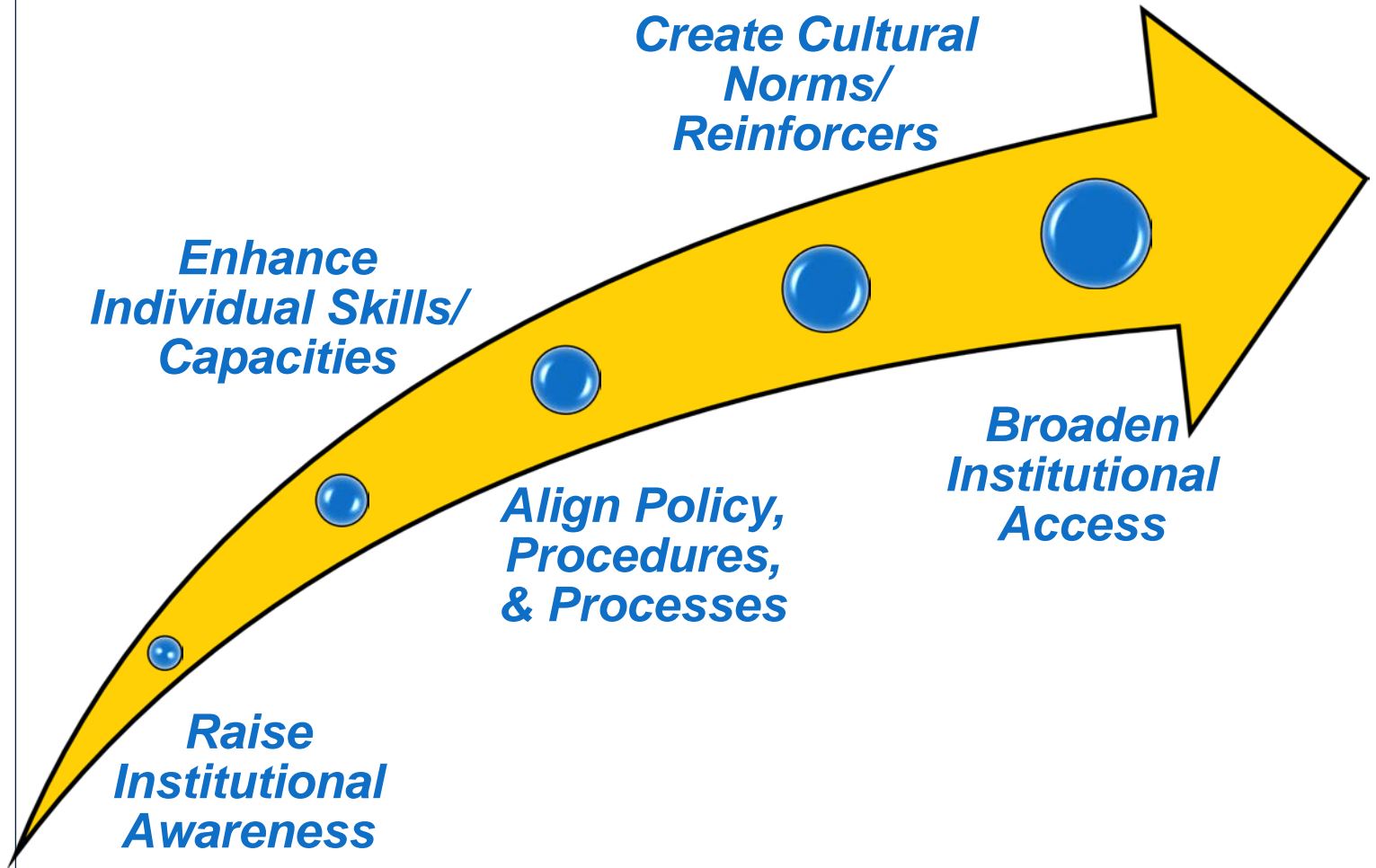




**EQUALITY**

**EQUITY**

# Michigan DEI Institutional Change Model



**MANY  
VOICES  
OUR  
MICHIGAN**

